

# Inclusive Language Glossary



Language can be complex and we appreciate that in different circumstances terminology can get confusing. Drawing on best practice, we have developed the Inclusive Language Glossary resource – a one-stop A-Z guide of language that is used to describe everything to do with equality, diversity and inclusion. This living breathing resource will expand as we develop our understanding of people’s experiences and understand how we can minimise disadvantage across both our workforce and the communities we serve.

We encourage everyone to use the language provided to standardise our vocabulary – use these terms in policy, projects advice and guidance so that we can build our confidence in talking about EDI and its impact on all of us across the workplace. The resource has been developed by Wakefield Council. Please do not make local copies or alterations to the resource as you will miss out on updates and new versions when they are released.

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## **A**

### **Ableism**

Dominant attitudes in society that assume there is an ideal body and mind, leading to discriminatory behaviours toward people who differ from this norm.

### **Accessibility**

Accessibility is the measure by which Institutional provision, whether pedagogical, environmental or physical, can be used by all. However, access can be considered as achieved even where the provision is delivered in a targeted way for specific individuals or groups. For example, an assessment may be made accessible by offering an alternative form of assessment to an interview applicant; a building may be made accessible to wheelchair users by installing a ramp that leads to a side entrance. Thus, an organisation can be accessible without being inclusive.

### **Ace**

An umbrella term that describes a variation in levels of romantic and/or sexual attraction including a lack of sexual attraction. Other terms under this umbrella include asexual, aromantic, demis and grey-As.

### **Affinity bias**

The tendency to connect with people who look and seem most like ourselves. This could manifest as a preference or preferential treatment towards those who are similar to ourselves or the group(s) we identify with.

### **Agender**

A term that refers to people who identify as having no gender or being without a gender identity. Agender people, may also use the terms: genderless, gender free, non-gendered or ungendered.

### **Ally**

Someone who supports particularly communities or marginalised group without belonging to that group. For example, a white individual who supports those who are from BAME (Black, Asian and Minority Ethnic) groups.

### **Allyship**

Allyship is using your position of privilege to make a more inclusive workplace.

### **Antisemitism**

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish

community institutions and religious facilities. Please note that this is the IHRA (International Holocaust Remembrance Alliance) definition of antisemitism which the Council has formally adopted at Cabinet. Other variances of definition do also exist.

## **B**

### **BAME**

An abbreviation for Black, Asian and Minority Ethnic groups or people. It is one of several different umbrella terms that can be used to describe non-white people or people of colour.

### **Bi**

Bi is the umbrella term to describe a romantic and/or sexual attraction to more than one gender. Other terms under this umbrella include, but are not limited to bisexual, pansexual and queer. Being bi should not be confused with being attracted to both men and women.

### **Bi-cultural**

A term used to describe people who regard themselves belonging to two cultural groups or cultures.

### **Bi-racial**

A term used to describe people who belong to two racial groups. It is more acceptable and respected way of describing dual heritage or dual ethnicity individuals.

### **Biphobia**

The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

### **Black**

A broad term for all people with ethnic origins in the African continent. Less commonly this term is used to refer to all people around the world who are not of white European descent. Note that we encourage capitalising Black (when you're talking about race) — this is consistent with usage for other ethnic groups like Asian, Arab, Latinx. In the US, the term Black or Black American is typically preferred over African-American for two reasons: it better describes folks who are many generations removed from African ancestors and don't identify with Africa, and the term African-American has been criticised by some for being an overly politically correct alternative or even a euphemism for Black.

### **BME**

'BME' stands for Black and Minority Ethnic'. Along with, BAME (where the A stands for Asian), the terms are widely used by government departments, public bodies, the media and others when referring to ethnic minority groups.

## **Butch**

This is a term used in LGBT+ culture to describe someone who expresses themselves in a typically masculine way. You should never call or refer to anyone as butch unless they use this terminology themselves/have identified in this way.

## **C**

### **Cisgender (Cis)**

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

### **Cognitive Diversity**

Cognitive diversity accounts for differences in our perspective and the way we process information.

### **Coming Out**

When a person first tells someone/others about their orientation and/or gender identity. LGBT+ and non-cis or transgender people may find themselves 'coming out' on a regular basis to combat everyday societal expectations and norms.

### **Confirmation Bias**

Seeking out or only noticing information that reinforces our existing beliefs.

### **Conscious Prejudice**

Preconceived, usually negative, feelings towards people based solely on their group membership, like religion, race, ethnicity or age.

### **Cultural Competence**

Individual or personal cultural competence can be defined as the ability to understand, appreciate, respect and interact with people from culture or belief systems different to your own. For organisations, this means being able to provide services that are culturally relevant to their users, which reflect the diversity of their users. This is achieved through training and awareness programmes, recruiting and retaining diverse staff, and creating inclusive cultures that allow for differences to be respected.

## **D**

### **Deadnaming**

Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

### **Demigender**

A gender identity of a person who identifies as particularly or mostly with one gender, at the same time as another gender.

### **Diaspora**

A scattered population which originated from a different geographical area.

### **Disability**

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

### **Discrimination**

Discrimination means less favourable treatment because of someone's protected characteristics (including where a person is wrongly assumed to have a particular characteristic or is treated as if they do). Discrimination can be direct or indirect. Indirect discrimination is when a provision, criterion or practice is applied in a way that creates disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic. Indirect discrimination can be justified if it can be shown that the rule, policy or practice is intended to meet a legitimate objective in a fair, balanced and reasonable way.

### **Diversity**

Diversity is about recognising the differences between all people and groups of people, and placing a positive value on those differences. This is strongly linked with promoting human rights and freedoms, based on principles such as dignity and respect.

### **Dominant Culture**

A cultural practice that is dominant within a particular political, social or economic entity, in which multiple cultures are present. It may refer to a language, religion/ritual, social value and/or social custom.

### **Due Regard**

Due regard is the level of consideration that must be given by a public body to the three objectives set out in the Equality Duty. Case law has indicated that public bodies should consider the things set out in the Equality Duty with rigour and with an open mind. Phrases such as 'consciously consider', 'active consideration' or 'open-minded and rigorous consideration' may be used to refer to the process of a public body having due regard.

## **E**

### **Echo Chamber**

An echo chamber exists when a group of like-minded or similar individuals are together offering opinions and making decisions. The group often echoes the views of each other and display confirmation bias as there is no difference to be challenged. Echo chambers are a threat to diversity in that they allow power and authority to be concentrated on with “in-group” or “majority group”.

### **Emotional tax**

The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

### **Equality**

Equality concerns the creation of a fairer society where everyone can participate and have an equal opportunity to fulfil their potential. This is often mistaken to mean giving everyone the same. Equality is backed by legislation designed to address unfair discrimination based on membership of a particular protected group. In that sense, equality is not concerned with all students per se. The Equality Act 2010 requires accessibility in the form of Reasonable Adjustments for disabled students which are unlikely to satisfy the fulfilment of inclusion or inclusive practice.

### **Equity**

Equity also concerns the idea of fairness for all but goes further and recognises the need to treat people differently in order to achieve fairness. Equity is closely linked to the idea of accessibility but also refers to other forms of treatment that do not include that concept. For example, the giving of additional sums of money to make up for disadvantage.

### **Ethnic groups**

The fact or state of belonging to a social group that has a shared cultural tradition.

### **Ethnocentrism**

The tendency to believe that your own ethnic group is centrally important and measure all others using the standards and customs of your own.

## **F**

### **Femme**

A term used in LGBT culture to describe someone who expresses themselves in a typically feminine way. You should never call or refer to anyone as 'femme' unless they use this terminology themselves/have identified in this way.

## **G**

### **Gay**

Refers to a man who has a romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

### **Gender**

Gender is the assumed expression of one's identity (often masculine or feminine) based on cultural and societal norms and is assumed from the sex assigned at birth.

### **Gender Dysphoria**

The terminology used to describe a person who is experiencing discomfort or distress as their gender identity does not match their sex assigned at birth. In the UK, someone can be [clinically diagnosed](#) with gender dysphoria as being at unease/discomfort/in distress with one's gender identity can lead to other health issues, particularly impacting negatively on your mental health.

### **Gender Expression**

How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

### **Gender Fluid**

Gender fluid describes a person whose gender identity or expression may change over time and therefore remains flexible. Gender fluid individuals may express different identities at different stages of their lifetime, preferring to not remain fixed to a particular gender identity.

### **Gender Identity**

A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

### **Gender Reassignment**

Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

Gender reassignment is a characteristic that is protected by the Equality Act 2010.

### **Gender Recognition Certificate (GRC)**



This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply. You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport. It is considered inappropriate (and in some cases illegal) to request to see someone's GRC.

### **Global Majority**

As the term BAME (Black, Asian and Minority Ethnic) becomes used less and less frequently, the term Global Majority is being increasingly adopted by groups previously referred to as ethnic minority, people of colour or non-White groups. The term refers to the collective majority that exists across Black, Asian and Mixed Ethnic Groups who collectively, constitute more of the world's population than White Groups. This term was coined by individuals from those backgrounds and shifts the dynamic to thinking about these groups as being minoritised by their circumstances and treatment as opposed. Some organisations, including government departments will use the term 'People from an Ethnic Minority Background' but will also advocate referring to specific ethnicities or races rather than a generic grouping.

### **Groupthink**

The practice of thinking or making decisions as a group, resulting typically in unchallenged, poor-quality decision-making.

### **GSD**

Acronym for Gender and Sexual Diversity.

## **H**

### **Hepeating**

A situation where a man appropriates or repeats someone else's comments or ideas and then is praised for them being his own.

### **Heterosexual / Straight**

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

### **Homosexual**

Another term to describe someone who has a romantic and/or sexual orientation to individuals of the same gender. This is used more in medicine but is considered a traditional/old-fashioned term compared to 'Gay'.

### **Homophobia**

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

**I**

### **Imposter Syndrome**

A psychological pattern in which an individual doubts their accomplishments and has a persistent internalised fear of being exposed as a “fraud”.

### **Inclusion / Inclusivity**

Inclusion/Inclusivity is the perfect meeting point of equality, diversity, equity, accessibility and universal design. It should be the vision all of us aim towards whilst recognising that it is unlikely to ever be achieved in full. It is the responsibility of everyone to recognise, value and respect our differences equally, including challenging on an ongoing basis, our own inner values, biases, assumptions and behaviours. It should lead to a feeling of belonging, unhindered engagement and full participation for all within and across the organisation. Full inclusion asks us to imagine an environment where targeted interventions such as reasonable adjustments or positive discrimination, which separate specific groups or individuals, are unnecessary.

### **Indirect Discrimination**

This is when a provision, criterion or practice is applied in a way that creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic, and this is not a proportionate means of achieving a legitimate aim.

### **In-group Bias**

The tendency to respond more positively to people from our in-groups than we do to people from our outgroups (those who we consider as outsiders or others).

### **Interfaith**

This refers to individuals from different faiths coming together co-operating for a common cause.

### **Intersectionality**

A term that describes the interconnected nature of social categorisations such as race, class, gender, ableism/disability, sexual identity as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. For example, a Black woman might face discrimination for being Black, discrimination for being a woman but then also might experience racism amongst women or sexism amongst Black people.

## **Intersex**

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.

## **Islamophobia**

This is the fear of, hatred of, or prejudice against the religion of Islam or Muslims in general. There is an All-Party Parliamentary Working Group (APPG) definition of Islamophobia which slightly differs, stating that Islamophobia “is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness”. There is a range of organisations that have adopted this definition of Islamophobia, of which the Council is one of them.

## **L**

### **Lesbian**

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

### **Lesbophobia**

The fear or dislike of someone because they are or are perceived to be a lesbian.

## **LGBT**

An acronym for Lesbian, Gay, Bi and Trans. Some variations include + (plus) to signify other related identities such as intersex, intergender, asexual etc. LGBTQ is another common variation where Q stands for queer or questioning.

## **M**

### **Mansplain**

Mansplain is a combination of two words – “man” and “explain”. Mansplaining refers to a man explaining something to someone, typically a woman, in a manner regarded as condescending or patronising.

### **Microadvantages**

Microadvantages are facial expressions, gestures, tone of voice and choice of words that are even more subtle than micro-affirmations, but equally as important in making a person feel appreciated and valued.

### **Microaffirmations**

Microaffirmations are subtle acknowledgments of a person's importance and accomplishments, which creates a feeling of being valued and a sense of belonging.

### **Microaggressions (micro-behaviours)**

Microaggressions are seemingly harmless but impactful everyday slights and exclusions that negatively highlight an individual's otherness. For example, you might never be smiled at or asked your opinion of during meetings but colleagues from other backgrounds are.

### **Minority Ethnic**

A group of people of a particular race or nationality living in a country or area where most people are from a different race or nationality. Minority ethnic is becoming a more common/popular term in the UK to describe people of non-white descent. It also encompasses other white ethnic groups aside from Native British.

### **Multiracial**

Describes an individual or individuals who belong to multiple race or ethnicity groups. This modern term for what society traditionally referred to as mixed race or mixed heritage individuals.

## **N**

### **Neurodiverse**

A concept to describe neurological differences such as dyslexia and other brain or nervous system related conditions are recognised and respected in the same way as any other human difference.

### **Non-Binary**

An umbrella term for people whose gender identity does not fit comfortably with either woman or man. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

## **O**

### **Oppression**

A state of being subject to unjust treatment or control either at the individual level or systematic level.

### **Orientation**

Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refer to a person's sense of identity based on their attractions, or lack thereof. Orientations include, but are not limited to, lesbian, gay, bi, ace and straight.

## **Outed**

When someone's sexual orientation or gender identity is disclosed to someone else or to others without their consent or knowledge.

## **Outgroup bias**

The tendency to view people from outside our own group as less similar and, as a result, have negative biases against them.

## **P**

### **Pan (or Pansexual)**

Refers to a person who's romantic and/or sexual attraction towards others is not limited by sex or gender.

### **Passing**

The ability someone has to be regarded as belonging to a specific identity or group that may be different from their own. This can include racial identities, sexual orientation, ethnicity, social class, sexual orientation, gender, age and/or disability status. For example, a trans person might be regarded by others as cisgender because of their appearance and mannerisms. Other examples include a bi person identifying as either straight or gay in social situations, or a biracial or multiracial individual passing as a belong to a single race or ethnicity group.

### **Person with Trans History**

Someone who identifies as male or female or a man or woman, but was assigned the opposite sex at birth. This is increasingly used by people to acknowledge a trans past.

### **Positive Action**

Lawful actions that seek to overcome or minimise disadvantages that people who share a protected characteristic have experienced, or to meet their different needs (e.g., providing mentoring to encourage staff from under-represented groups to apply for promotion).

### **Positive Discrimination**

Treating someone with a protected characteristic more favourably to counteract the effects of past discrimination. It is generally not lawful although the duty to make reasonable adjustments is an exception were treating a disabled person more favourably may be required by law, so it is legitimate to provide reasonable adjustments which favour of a disabled person.

### **Prejudice**

Judging someone without knowing them, on the basis of what they look like or what group they belong to, e.g. all Black people are good dancers.

### **Privilege**

One or a set of unearned benefits given to people owing to their membership in a specific social group relating to aspects of their identity. Those aspects can include race, gender, sexual orientation, ability and religion, as well as privilege related to wealth and class.

### **Protected Characteristics**

These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Psychological Safety**

To create safe spaces, people have to feel safe psychologically. It means that anyone can speak up in an environment where speaking openly is enabled and expected. Individuals can speak without fear of recrimination, maltreatment or victimisation. When both psychological safety is high and performance or productivity is also high, then an organisation is in its learning zone, creating the foundations for both inclusion and innovation.

### **Public Sector Equality Duty**

The duty on a public authority when carrying out its functions to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, foster good relations and advance equality of opportunity.

## **Q**

### **Queer**

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of LGBT+ communities (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer communities who have embraced it.

## **R**

### **Race**

Race is a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society. Race does not define people by biological characteristics.

## **Racism**

Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

## **Reasonable Adjustment**

The duty on organisations to make reasonable adjustments requires organisations to take positive steps to ensure that disabled individuals can fully participate in recruitment and employment, and that they can enjoy the other benefits, facilities and services which the organisation offers. This duty goes beyond simply avoiding discrimination, and organisations to be proactively ready to make adjustments when required, recognising that requirements can change over time.

## **Respect**

Taking into account the views and desires of others in how you treat people.

## **Religion or Belief**

Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

## **Romantic Orientation / Identity**

A person's romantic attraction to other people, or lack thereof. Along with sexual orientation, this forms a person's orientation identity. [Stonewall](#) uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

## **S**

### **Safe Space**

A safe space is a protected environment, free from victimisation or recrimination, that enable brave conversations to happen which might be otherwise deemed uncomfortable or unsafe to have. Individuals involved in these conversations (often minoritised communities) must be allowed to unpack their thoughts, challenges and issues, and formulate responses and dialogues on their own terms (see psychological safety). When applied to in an organisational sense, this means that an organisation is open to and actively encourages discussion even if it is uncomfortable. It supports its staff and stakeholders to engage in such conversations by providing adequate support, and is open to the outcomes of those conversations. Safe spaces play an important role in tackling bias and systemic discrimination.

### **Sex**

Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

### **Sexual Orientation / Identity**

A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity. [Stonewall](#) uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

### **Socioeconomic Privilege**

One or a set of advantages held by a person or group owing to their experience and their individual or family's social and economic status.

### **Sponsor**

A sponsor is a powerful internal advocate who looks after your interests, helps connects you to leaders and special projects, and amplifies your amazing work to other senior people in your business.

### **Stereotypes**

Stereotypes are cognitive representations of how members of a group are similar to one another and different from other groups. Importantly, people can be aware of the stereotypes they hold.

### **Stereotype Threat**

A situational predicament in which people are or feel themselves to be at risk of conforming to stereotypes about their social group.

### **Structural Racism**

Also known as societal racism or systemic racism is centred around racism and discrimination that occurs within society due to institutional, historical, cultural and interpersonal practises within society that more often than not puts one social or ethnic group in a better position to succeed and at the same time disadvantages other groups in a consistent and constant matter that disparities develop between the groups over a period of time. Often larger numbers of people belonging to specific minority groups are excluded from social institutions or find it harder to engage with societal norms compared to non-minority groups. One thing to note is that non-racist individuals often operate within a structural racism, this form of racism is often not linked to individuals but more collectively to society and requires both individual and collective responsibility and accountability to tackle.

## **T**

### **Trans**



Trans is an umbrella term to describe anyone who feels that their gender identity does not match or sit comfortably with their legal sex (the sex they were assigned at birth).

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

### **Trans Man**

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may also be referred to as transgender man, or FTM, an abbreviation for female-to-male.

### **Trans Woman**

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may also be referred to as transgender woman, or MTF, an abbreviation for male-to-female.

### **Transitioning**

The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

### **Transphobia**

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

### **Transsexual**

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender.

## **U**

### **Unconscious Bias**

Deep-seated assumptions we make about people who are different than us without even realising it – usually called implicit bias or unconscious bias.

## **Underrepresented Groups**

Refers to a group whose members are disadvantaged and subjected to unequal treatment by the dominant group, and who may regard themselves as recipients of collective discrimination.

## **Undetectable**

HIV medication (antiretroviral treatment, or ART) works by reducing the amount of the virus in the blood to undetectable levels. This means the levels of HIV are so low that the virus cannot be passed on. This is called having an undetectable viral load or being undetectable. The [Terence Higgins Trust](#) have more information on undetectable HIV statuses.

## **Universal Design**

This is where the design of the physical environment considers the requirements and experience of all potential users to ensure it is accessible to all e.g., by designing ramps rather than stairs; including accessible lifts; using lighting and colour schemes where the contrast is 'visible' to those with low vision; accessible toilets; a variety of spaces etc.

## **V**

### **Victimisation**

Subjecting a person to a detriment because they have done a protected act or there is a belief that they have done a protected act i.e., bringing proceedings under the Equality Act 2010; giving evidence or information in connection with proceedings under the Act; doing any other thing for the purposes or in connection with the Act; making an allegation that a person has contravened the Act.

## **W**

### **White Fragility**

Academic [Robin DiAngelo](#) theorised, as the mainstream perception of racism implies a conscious "meanness", that racism's definition is the cause of practically all white defensiveness. In the 2010s, DiAngelo coined the term "white fragility" to describe the range of defensive responses that white people might exert when confronted with racism, societal discrimination, and white privilege. It is also sometimes referred to as "white defensiveness".

### **White Privilege**

The unquestioned and unearned set of advantages and benefits bestowed on people solely because they are white. Often people with this privilege can be unaware of it as these privileges are perpetuated systemically across institutions including in the law, work, medicine, and more.

## **White Supremacy**

White supremacy or white supremacism is the racist belief that white people are superior to people of other races and therefore should be dominant over them.

## **Widening Participation**

Widening Participation aims to increase the diversity of those engaging with an organisation and to ensure the equality of access to, and participation in, the life of the organisation in all of its forms. Widening Participation requires accessibility but does not imply inclusion.

## **X**

### **Xenophobia**

Dislike of or prejudice against people from other countries.

## **Z**

### **Zero Sum Game**

The idea that if one person gains something, another person loses something. When doing Equality, Diversity and Inclusion work, sometimes dominant groups believe that an organisation helps make underrepresented groups feel more included, they lose power, influence, and clout.

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